21

NOTE ON THE RE-ORGANIZATION OF THE PUBLIC WORKS DEPARTMENT.

In this Note, I confine my remarks to the proposals made by Mr. A.R. Banerji, for the re-organization of the Public Works Department.

I. Since the avowed intention is that the Chief Engineer should be relieved of the Secretaryship to Government in the Public Works Department, so as to enable him to do more touring and to exercise more supervision over the Executive Engineers, I shall proceed on the assumption that the separation is in the nature of an accepted fact.

Though Mr. Dove Wilson is meant to be the Secretary to Government in the Public Works Department and the Electrical, as in the Railway, Departments yet he continues to be Secretary in the Railway Department only. Mr. Cadambi has still one more year of service and it is not known whether it is proposed to relieve him of the Secretaryship meantime. Personally I am of opinion that it will be very inadvisable to do so at the present moment. The separation may be effected after Mr. Cadambi's term of office is over. The point whether Mr. Dove Wilson is, in his turn, to be succeeded by a technical officer or by an officer of the general service, as Secretary to Government in the Technical Department is a matter which can be taken up for consideration at a later date. But it may be safely assumed that in these days of specialisation a Civil Engineer is not likely to be a specialist in Railways or Electrical Works to the same extent

extent that a Railway or an Electrical Engineer can not be a specialist in ordinary Civil Works. None of these objections would of course hold good, in case an officer of the general service is appointed Secretary to Government in these three Technical Departments.

II. CHIEF ENGINEERS.

There might be two, one for Roads and Buildings and another for Irrigation. It would be advisable to make a slight differentiation in the pay of these two, having one, say, on Rs.1,600/- and the other on Rs.1,400/-. So far as the appointments themselves are concerned it is immaterial as to which is held and by whom. It would all depend upon the experience, reputation or aptitude of the person concerned. Either the Senior man may be in charge of Roads and Buildings and the Junior in charge of Irrigation or vice versa. It is immaterial what the actual arrangement is. The Sanitary Engineer would be an officer independent of the two Chief Engineers but his pay would be less than either of them. It might be, say, Rs.1,250/-.

III. With the separation of the Secretaryship from the Chief Engineership and the bifurcation of the Chief Engineership itself, the necessity for Superintending Engineers would disappear and so nothing requires to be said on this point.

IV. EXECUTIVE ENGINEERS.-

The total number might be:-

Roads and Buildings	6.
Irrigation ...	6.
Sanitary Division	2.
TOTAL.	14.

Recd

Distributed

Distributed in the Districts as follows:-

	Roads and Buildings.	Irriga-tion.	Sani-tary.
Bangalore.	1	0	
Kolar	1	1	
Tumkur	1	0	
Mysore	1	2	2.
Hassan	0	1	
Shimoga	1	1	
Kadur	1	0	
Chitaldrug ...	0	1	
	6 ...	6	

12 of the Executive Engineers would be on the grade Rs.500-40-900 and 2 on Rs.900-50/2-1000, the latter two being prize appointments. There would also be an efficiency bar at Rs.700/-.

V. ASSISTANT ENGINEERS.

The total number would be:-

Roads and Buildings ...	17.
Irrigation	15.
Special Works ...	4.
Headquarter offices ...	2.
Reserve (for all vacancies in the Officers' Grade).	6.
TOTAL.	44.

Distributed in the Districts as follows:-

	Roads and Buildings.	Irriga-tion.	Sani-tary.
Bangalore ...	2	2	
Kolar ...	2	2	
Tumkur ...	2	2	
Mysore ...	3	4	Nil.
Hassan ...	2	1	
Shimoga ...	2	1	
Kadur ...	2	1	
Chitaldrug ...	2	2	
	17 ...	15	

The Grade might be Rs.250-25-400.

VI.

VI. There would be no Sub Assistant Engineers' Class at all. But Engineering Graduates recruited from the Colleges of Engineering would be taken on as Apprentice Engineers and kept on probation till confirmed as Assistant Engineers after passing the departmental test, the maximum period of probation being limited to three years.

VII. <u>UPPER SUBORDINATES.</u>

There would be only one Class of Overseers in place of the present three, namely:- Schedule A Class, Supervisors and Overseers. These men would be distributed between the Roads and Buildings, the Irrigation and the Sanitary Branches, and, in such a manner as to give as far as possible one Overseer for every taluk. There would be 64 Overseers, 54 on Rs.100-10-150, and 10 on Rs.160-10-200. This class would be mainly recruited from men who obtained the diploma of the College of Engineering under the new rules. But 10% of the places would be reserved for deserving men of the Lower Subordinate Class, the test being efficiency and honesty and not merely seniority.

VIII. <u>LOWER SUBORDINATES.</u>

There would be only one Class of Sub Overseers in the place of the present three, namely Tank Inspectors, Taluk Maistries and Sub Overseers They would be distributed as follows:-

Roads and Buildings.	145	(2 for every Taluk and 1 for every Sub Taluk)
Bangalore and Mysore Cities (for Buildings).	4	
Special for every District Headquarter other than Bangalore and Mysore.	6	
Irrigation & Sanitary.	60	
Channels	40	(One for every 25 miles)
Reserve.	25	
Total ...	280.	

29

in the grade Rs.40-5-$\frac{90}{2}$ with efficiency bar at Rs.70/-. These men would be recruited from the passed candidates of the School of Engineering.

There would also be 40 Monegars for Channel Works, 1 under every Sub Overseer on a salary ℓ 20-$\frac{1}{2}$-30.

IX. As regards Draftsmen, ministerial and menial establishments, the scale proposed by the Chief Engineer in his Note of June 1920 is suitable and may be generally adopted.

X. For want of time I have not appended to this Note any statement showing what the financial result would be but it is being worked out and will be put up as soon as ready.

P Rajasabhapathy
Bangalore 12. 8. 21